

MILPERSMAN 1221-010

ENLISTED OCCUPATIONAL CLASSIFICATION STRUCTURE

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1. **Purpose**. Provide uniform terminology for identifying the aptitudes, abilities, training, education, and experience of enlisted personnel.

2. **Multiple Duty Assignments**

a. Personnel in the Navy perform several duty assignments which may be unrelated in terms of skills and knowledge required. The Navy Occupational structure is defined with three categories.

Battle Stations	Watch Duties	Occupational
Unit's Combat Mission	<ul style="list-style-type: none">• Naval Operations• Management• Security	<ul style="list-style-type: none">• Rating• Navy Enlisted Classification Code

b. Battle Station duties represent a Sailor's basic profession of a fighting man. Watch Duties are the specific requirements of each command and with the exception of ratings like Quartermaster or Operations Specialist for example, may not be related to the Sailor's Occupational classification. Occupational duty is the Sailor's day-to-day functions in support of the command and its personnel.

3. **Rating**

a. The Enlisted Rating Structure is the Navy's primary method for Occupational Classification. Personnel are identified by career fields which form the basis for training. The rating structure is divided into major occupational areas with general apprenticeships forming the paths of advancement to various ratings.

(1) NAVPERS 18068F, Volume 1, Navy Enlisted Occupational Standards outlines the scope of each rating and general apprenticeship. Additionally, it prescribes the minimum

eligibility requirements for advancement to pay grade E-3 and above, along with information pertaining to paths of advancement to warrant officer and limited duty officer.

(2) Enlisted members are identified by either a general apprenticeship or a rating. General apprenticeships classify E-3 and below. Ratings classify E-4 through E-9. Any combination of apprenticeship and pay grade, or of rating and pay grade, is known as a rate.

b. Enlisted ratings are established or disestablished with the approval of the Secretary of the Navy and implemented by Navy Personnel Command. Any changes would be based on technological advances; administrative requirements; recommendations received from the fleet, bureaus, personnel managers and warfare sponsors within the Office of Chief of Naval Operations and systems commands; research studies and recommendations made by Navy's Enlisted Occupational Classification Structure (NEOCS) board.

4. NEC's. The Navy Enlisted Classifications structure supplements the rating structure. NAVPERS 18068F, Volume II, Navy Enlisted Classifications (NEC Manual) contains the enlisted classification coding structure and is the primary tool for the NEC coding of manpower authorizations and personnel.

a. Navy Personnel Command is responsible for the formulation and implementation of the NEC coding system.

b. NECs shall be reviewed and verified to ensure accuracy and currency upon detachment, receipt, change in rate or rating, separation, reenlistment, transfer to the Fleet Reserve, or retirement.